

Public Document Pack



OVERVIEW & SCRUTINY COMMITTEE

Tuesday, 6 February 2024 at 7.00 pm
Conference Room, Civic Centre, Silver
Street, Enfield, EN1 3XA

Contact: Stacey Gilmour

Direct: 020-8132 1383
Tel: 020-8379-1000

E-mail: democracy@enfield.gov.uk
Council website: www.enfield.gov.uk

Councillors : Margaret Greer (Chair), Mahmut Aksanoglu (Vice-Chair),
Maria Alexandrou, Nawshad Ali, Kate Anolue, Hivran Dalkaya, James Hockney and
Michael Rye OBE

Education Statutory Co-optees: 1 vacancy (Church of England diocese
representative), vacancy (other faiths/denominations representative), vacancy
(Catholic diocese representative), Alicia Meniru & 1 vacancy (Parent Governor
Representative).

Stacey Gilmour - Governance & Scrutiny Officer

AGENDA

1. WELCOME & APOLOGIES

2. DECLARATIONS OF INTEREST

Members of the Council are invited to identify any disclosable pecuniary,
other pecuniary or non-pecuniary interests relevant to the items on the
agenda.

3. UPDATE ON FLY TIPPING (Pages 1 - 34)

To receive the report of Martin Rattigan, Interim Head of Regulatory
Services.

4. FAIRER ENFIELD - MID YEAR UPDATE (Pages 35 - 46)

To receive the report of Victoria Adnan, Policy & Performance Manager.

5. WORK PROGRAMME 2023/24 (Pages 47 - 50)

To note the Overview & Scrutiny Committee Work Programme for 2023/24.

6. DATES OF FUTURE MEETINGS

To note that the next Overview and Scrutiny Committee business meeting is scheduled to take place at the Civic Centre at 7pm on Monday 4 March 2024.



London Borough of Enfield

Report Title	Update on Fly tipping
Report to	Overview & Scrutiny Committee
Date of Meeting	6 th February 2024
Cabinet Member	Cllr Rick Jewell
Executive Director / Director	Doug Wilkinson - Director of Environment & Street Scenes Perry Scott- Executive Director Environment & Communities.
Report Author	Martin Rattigan, Interim Head of Regulatory Services
Ward(s) affected	All
Classification	Part 1 Public

Purpose of Report

1. To update the panel, since the last meeting of the 9th May 2023 regarding the work undertaken across the Council in relation to fly tipping with a particular focus on enforcement.

Main Considerations for the Panel

2. To consider the ongoing strategy and to suggest any further proposals for preventing fly tipping in the first instance; and then where this occurs the investigation and enforcement options around this.

Background

3. We have a dedicated Waste Enforcement Team with two officers dedicated to work solely on Council Housing Land. We also engage the services of a third-party contractor, Kingdom Group Limited, to deliver waste enforcement.
4. *Fly-tipping*. The illegal disposal of controlled waste is commonly known as fly-tipping. There is no specific definition of fly-tipping other than in the offences

set out in section 33 of the Environmental Protection Act 1990, including the deposit or disposal of controlled waste without a waste management licence, or its disposal in a manner likely to cause pollution of the environment or harm to human health.

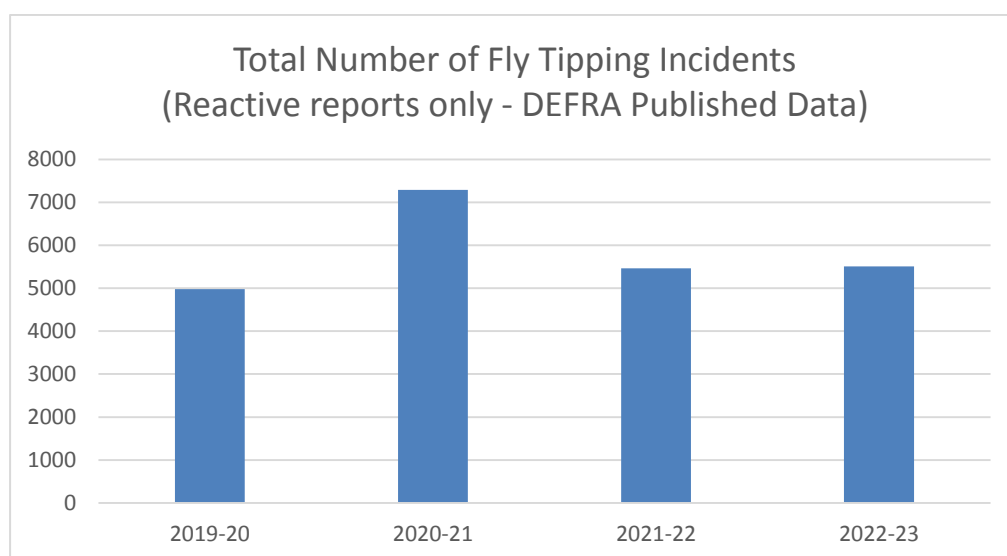
5. DEFRA (Department for Food Environment and Rural Affairs) have developed a working definition of fly-tipping that sets out a wide definition ranging from a single bin-bag up to thousands of tonnes of construction and demolition waste.
6. In the summer of 2023 the Government launched the [2023 Anti-social Behaviour Action Plan](#), in which it set out that it wanted councils to take a much tougher stance on anti-social behaviour associated with environmental offences. As part of this they set new upper limits for Fixed Penalty Notices (FPNs) for some waste offences.
7. The Environmental Protection Act 1990 is amended to:
 - Section 33 (“fly tipping”) FPN increase from £400 to £1,000
 - Section 34 (household duty of care) FPN increase £400 to £600
 - Section 87 (littering, which can include low level fly tipping e.g., dumped household waste) FPN increase from £150 to £500
8. The Council has considered the proposed level of penalty charged for each offence identified in paragraph 7 above and have increased the FPNs effective from the 22/1/24. See Table 1 for further detail. The levels proposed are to set at an appropriate level to promote responsible behaviour, act as a deterrent to future offending and show that the Council is taking a tough stance on this activity.

Table 1: Increase in FPN Levels

Offence	Known As	Previous Fixed Penalty Amount	Fixed Penalty Amount effective from 22/1/24	14-day early payment
Environmental Protection Act 1990, Section 87 (1) s88	Littering (dropped litter and/or dumped waste (black bag(s)))	£150	£500	£250
Environmental Protection Act 1990, Section 34 (2A)	Household/domestic duty of care	£400	£600	£500
Environmental Protection Act 1990, Section 33	Fly tipping	£400	£1,000	£500

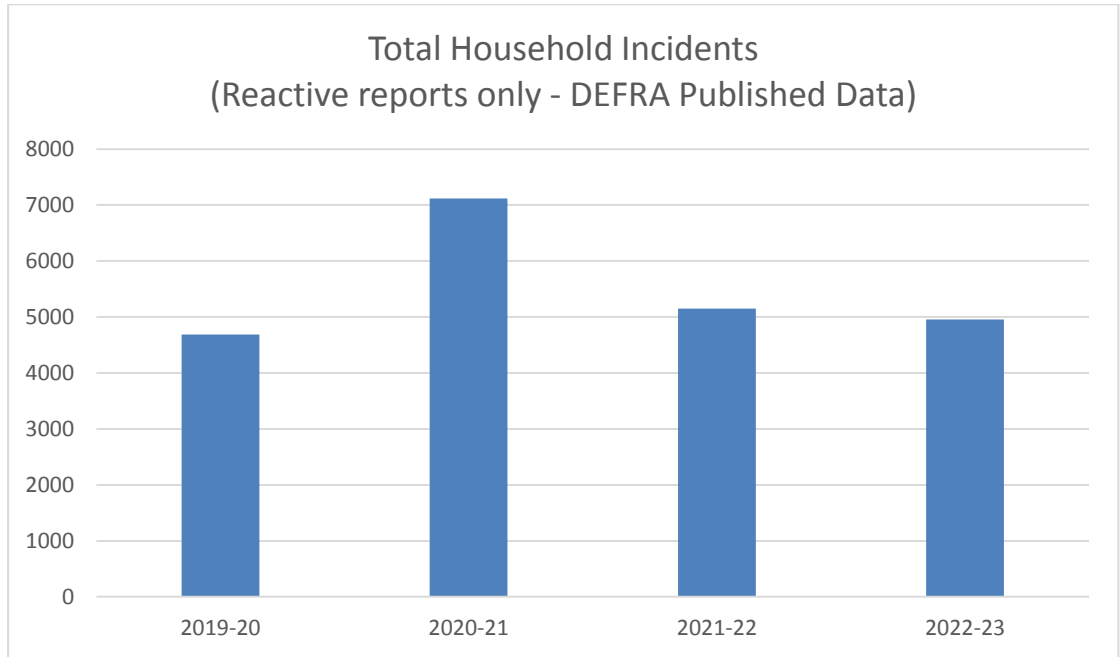
National & Local Context

9. The Anti-Social Behaviour Action Plan 2023 sets out the Government commitment to increase transparency of the data on the use of on-the-spot fines, including publishing league tables on fly-tipping. This is intended to encourage both scrutiny and the sharing of best practice.
10. The tables are based on data submitted by local authorities through Waste Data Flow.
11. When compared to other Local Authorities Enfield has performed well. Based on 2022/2023 data Enfield is ranked 4th for the number FPNs issued per incident ratio.
12. In 2022/2023 there were 5,505 Fly Tipping incidents. The graph below shows the number of incidents reported per financial year.



13. Most proactive fly tips are related to household waste. In 2022-2023 household waste (white goods; other electrical goods, black bags, other household waste and single black bags) accounted for 90% of the total number of reported fly tip incidents. Enfield have seen a decrease in 4% in 2022/23. This is shown in the table and graph below. This is reflective of the national picture which saw a decrease in 3% for household incidents over the same period.

Year	Total Incidents	White Goods Incidents	Other Electrical Incidents	Black Bags - Household Incidents	Other Household Waste Incidents	Single Black Bag Incidents	Total Household Incidents	Total % of Household Incidents
2019-20	4979	184	14	1012	3375	99	4684	94%
2020-21	7289	89	7	1088	5931	4	7119	97.70%
2021-22	5462	116	5	1605	3416	7	5149	94.30%
2022-23	5505	184	8	2194	2524	45	4955	90%

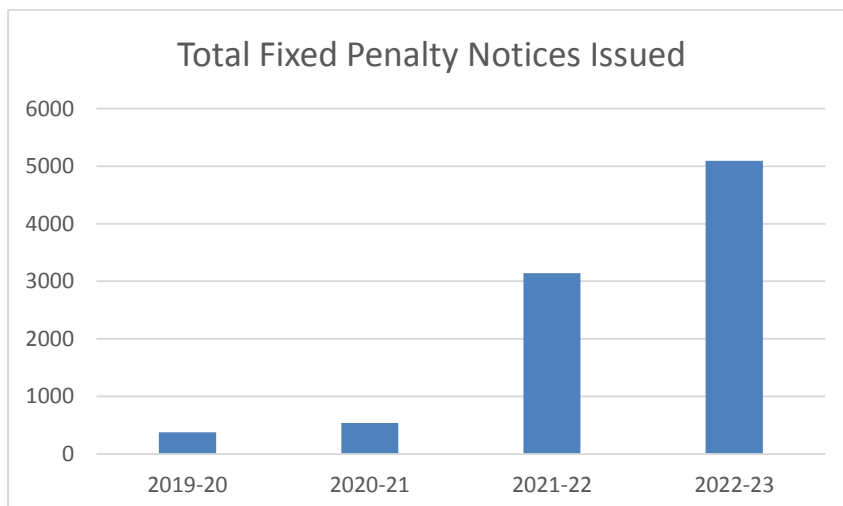


Fly tipping incidents

- Due to the high number of flats above shops (FAS) on the main arterial roads, e.g., Hertford Road, Fore Street and Green Lanes, the Council operate an additional two refuse collection vehicles (Monday to Friday) and one vehicle at the weekend. These crews proactively monitor the flats above shop bins and where these bins are observed to be near full in advance of the collection day then they will be emptied. In addition, all side waste around FAS bin will be removed.

Fixed Penalty Notices & Prosecutions

- The graph below shows the number of FPNs issued for fly tipping for the last 4 years.



16. April 2023 to December 2023 we have successfully prosecuted 422 individuals for dropped litter (e.g., cigarettes) or dumped household waste (black bags/fly tipping). Of the 422, 93 were for dumped household waste (fly tipping).

CCTV

17. The Waste Enforcement Team utilise CCTV to act as a visible deterrent and where possible assist in the investigation of waste offences. We currently have 13 re-deployable cameras that we can move to hot spot locations.
18. Whilst CCTV can act as a deterrent it is usually most successful where vehicles are involved.

Third Party Contractor (LAS)

19. In November 2023, following a tendering process a new Environmental Enforcement Services Contract, was awarded to Kingdom Group Limited (Local Authority Support (LAS)). LAS will continue to support the Council in delivering their "Cleaner, Greener Spaces" priority. LAS issue FPNs for dropped litter (Cigarettes) and dumped waste (black bags/fly tipping).

Communications

20. We have a strong communications strategy and a good social media presence. On a monthly basis the Press and New Media Team publish the number successful prosecutions including the financial penalties that the Courts have awarded. We also publicise proactive searching of fly tipping providing before and after photos of the areas that street cleansing has cleared.

Can You Help

21. To try and help identify those individuals who fly tip on foot, in May 2023 in conjunction with the Press and New Media Manager the team successfully launched the "Can You Help?" social media page. To date we have posted 24 episodes. The videos are also posted on all TV monitors in Council buildings. An example of the most recent Can You Help can be found here at Glastonbury Road N9 <https://youtu.be/FiILWCqJSTo>

Bin to Win

22. In August 2023 we launched the "Bin to Win Campaign," whilst this is a litter campaign it directly contributes to the Council priorities. The campaign aims to reward members of the community who display environmental awareness, rather than just punish those who do not. It also aims to educate members of the public. Under the scheme, members of the public are rewarded for using litter bins to dispose of their rubbish, as opposed to just dropping their litter and waste on the ground.

Other Initiatives

23. Other initiatives that we have used to try and tackle fly tipping include;
- High visibility floor stencils
 - Days of action
 - 20/7/23 Waste Enforcement Officers carried out a day of action along Winchester Road.
 - Officers targeted fly tipping, household waste provisions and door knocked all properties to give advice and education.
 - Some additional notices were served for presentation of waste offences.

A Holistic Approach

24. To try to tackle the fly tipping problem it is important that the Council takes a holistic approach and positively supports other strategies which complement our approach to fly tipping. For example, Enfield currently offer the following recycling and refuse services for residents:
- Collection of recycling and refuse via wheeled bin or sacks (where wheeled bins are not suitable) for kerbside properties.
 - Food waste collection service.
 - Charged garden waste service for kerbside properties.
 - Communal recycling and bins are used for flats and estates.
 - Free bulky waste service is available to all residents for up to 6 items
 - Larger re cycling bins
25. **Public Amenity Sites:** Barrowell Green Recycling Centre is the main centre for disposing of rubbish and recycling in Enfield. North London Waste Authority are constructing a new public Reuse and Recycling Centre (RRC) which will be available for residents in 2024. This includes garden, DIY waste, furniture, mattresses, and electrical appliances. The centre will be under cover and users will not have to carry items up steps to throw them into containers, as the containers will be set below floor level.

Relevance to Council Plans and Strategies

26. The action we are taking on fly tipping contributes directly to Enfield's Council Plan 2023-2026:
- **Priority One:** Clean and Green Spaces specifically to 'keep our streets and public spaces clean and welcoming' and 'facilitate reuse of materials, reduce waste and increase recycling rates'.
 - **Priority Two:** Strong, health and safe communities.

Conclusion

27. Continuing with enforcement on fly tipping and littering, providing advice and education initiatives and implementation of other Council strategies, e.g., recycling, will contribute positively to our strategic goals. We must provide services that can allow people to take greater responsibility for how they manage their waste, reduce waste production, encouraging recycling, composting, and taking appropriate enforcement action all of will support the Council in its ongoing strategy to reduce fly tipping.

Report Author: Martin Rattigan
Interim Head of Regulatory Services
Martin.Rattigan@enfield.gov.uk
020 8132 0927

Appendices PowerPoint Presentation

Background Papers

DEFRA <https://www.gov.uk/government/statistics/fly-tipping-in-england/local-authority-fly-tipping-enforcement-league-tables-for-england-202122>

This page is intentionally left blank

Overview & Scrutiny Committee 6th February 2024

Update on Fly Tipping

Overview

- **Fly-tipping Update**
- **Enforcement Update**
- **CCTV Update**
- **Fly Tipping Initiatives**
- **2023 Anti Social Behaviour Action Plan**



Fly Tipping

Proactive & Reactive

Proactive

- Street Cleansing (proactively monitoring/clearing the streets)

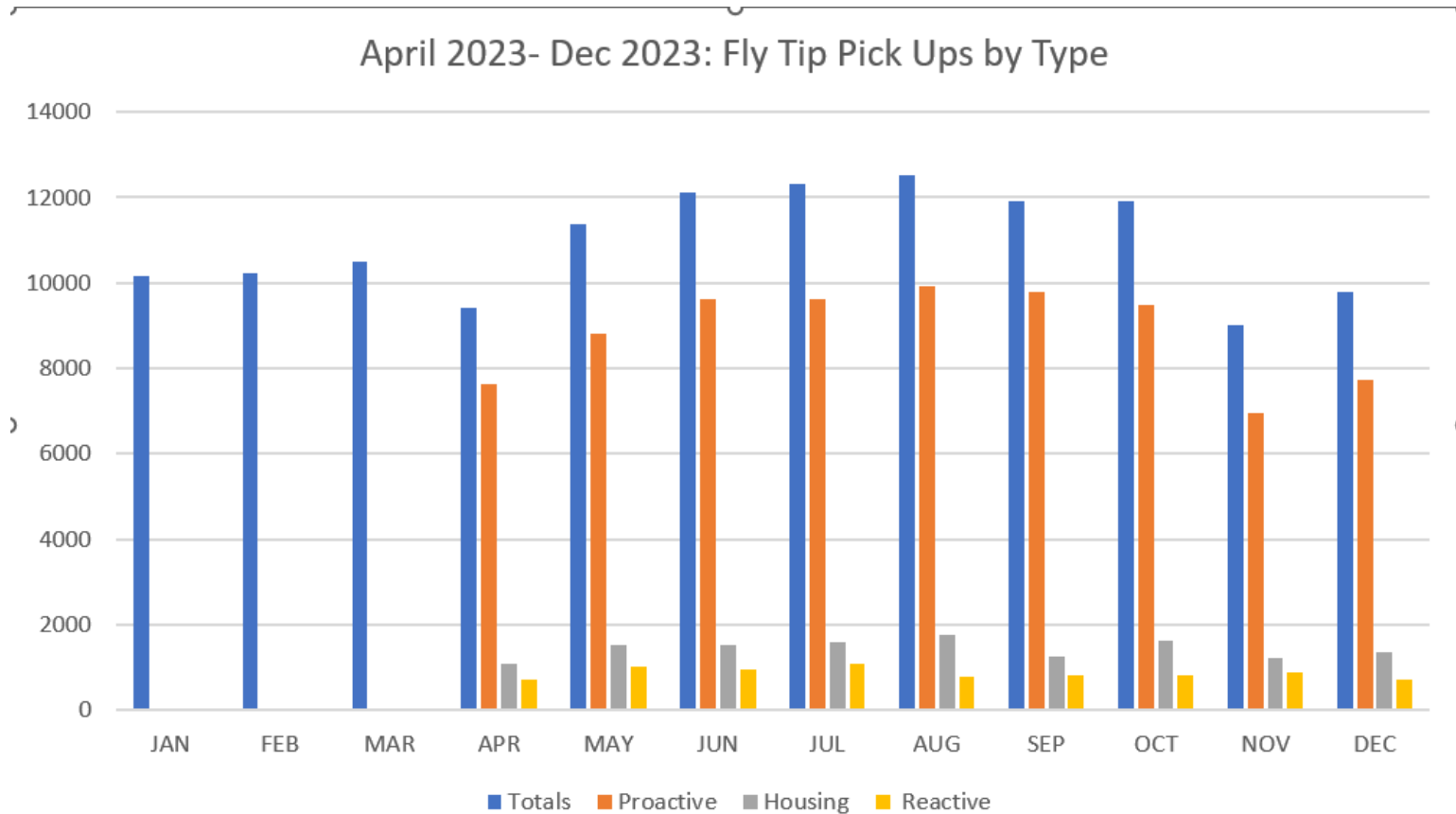
Reactive

- Online reporting (web);
- If witnessed these are passed to waste enforcement for investigation.

Fly Tip Reports – Proactive & Reactive recorded by Street Cleansing Services

Month	Totals	Proactive	Housing	Reactive
JAN	10,156			
FEB	10,216			
MAR	10,496			
APR	9,418	7,621	1,091	706
MAY	11,369	8,811	1,529	1,029
JUN	12,111	9,622	1,536	953
JUL	12,304	9,629	1,580	1,095
AUG	12,510	9,938	1,774	798
SEP	11,919	9,807	1,276	836
OCT	11,903	9,471	1,627	805
NOV	9,023	6,973	1,213	873
DEC	9,799	7,732	1,359	708
Totals	131,224	79,604	12,985	7,803

Reactive & Proactive Fly Tip Collections



Proactive Fly Tip Analysis (April 2023- December 2023)



Land Type Majority of fly tips are found on:

Public Highway
57,625 (82.45%).



Type of Waste Majority of type of waste were:

Black bags – household waste
34,613 (49.52%).



Size of Fly tips Majority of fly tips were:

Car Boot load
33,019 (47.24%).

Complaints Received Waste Enforcement Team



Enforcement April 2023- November 2023 (Dropped Litter & Fly Tipping)

Total FPN Issued	6,564
Total Paid FPNs	2,680
Total Fines (from paid FPNs)	@£140K
FPNs cancelled	342
FPNs outstanding	2,819

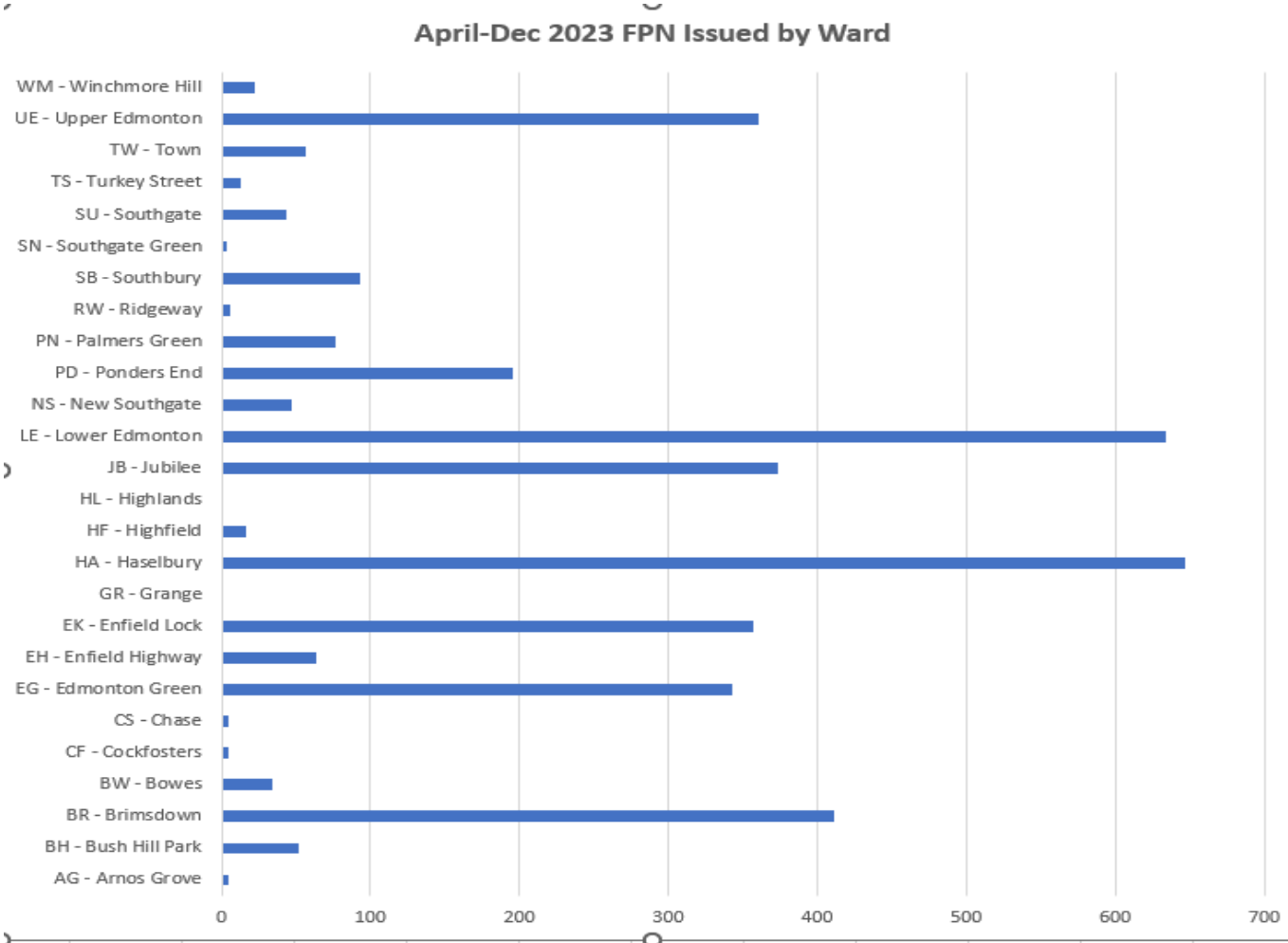
Total prosecutions (*)	422 (dropped litter & fly tip)
	93 (fly tip)
Total financial penalty (fine; cost & victim surcharge)	£197,258

(*) accurate at the time of publication. Numbers subject to change as cases are progressed through the courts.

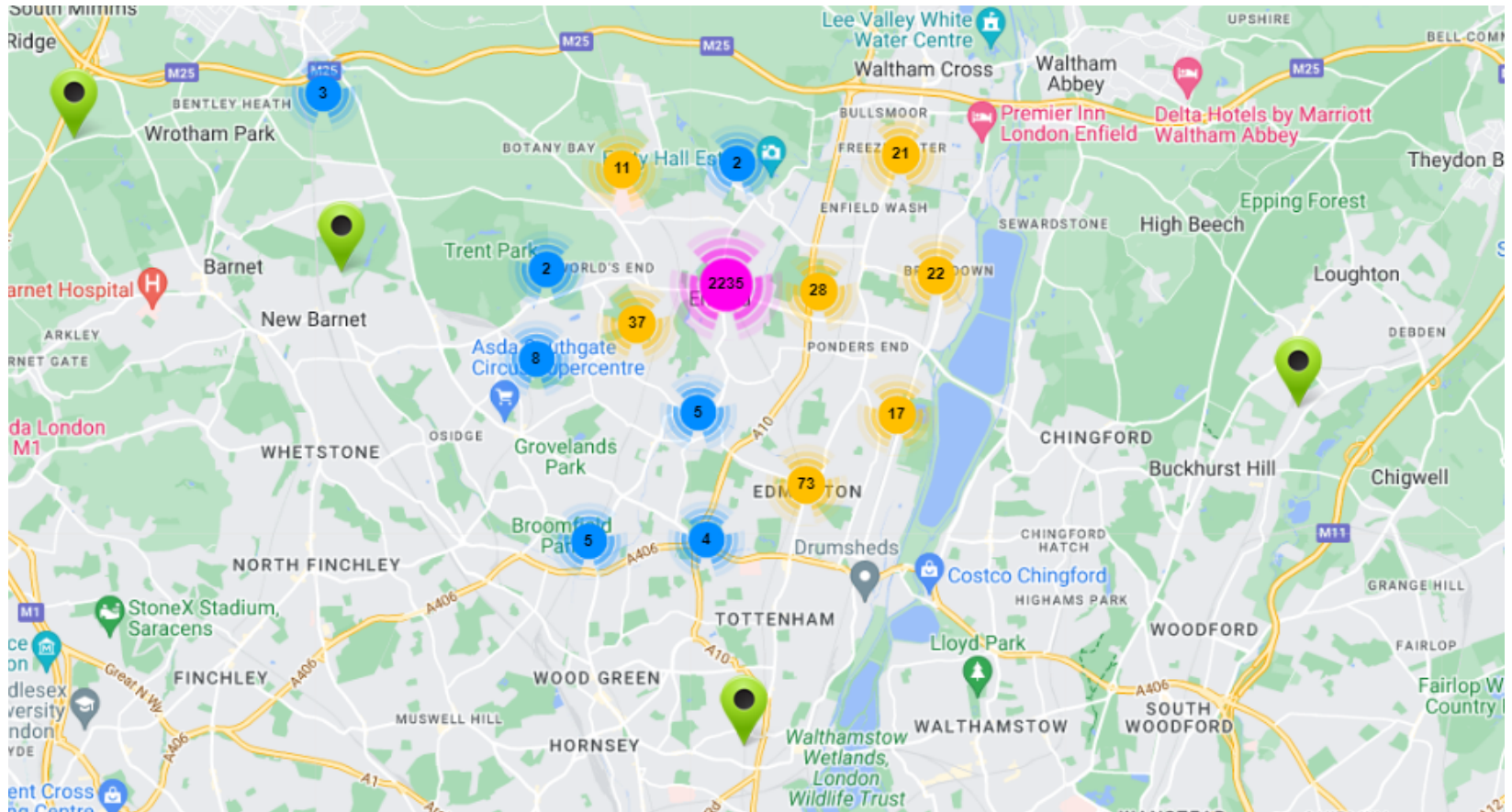
Hot spots



FPNs Issued by Ward April to December 2023



Location Map of FPNs Issued for Fly Tipping (April 2023 to Dec 2023)



CCTV Update

- Since April 2023 we have installed CCTV at 29 different locations.
- 13 re-deployable cameras.
- Identified 9 vehicles involved in fly tipping (all subject to ongoing investigations)



24 hour CCTV is in use for the prevention and detection of Waste Enforcement offences. Offenders may be prosecuted

System Owner
Waste Enforcement Unit
Tel: 0208 379 1000

www.enfield.gov.uk

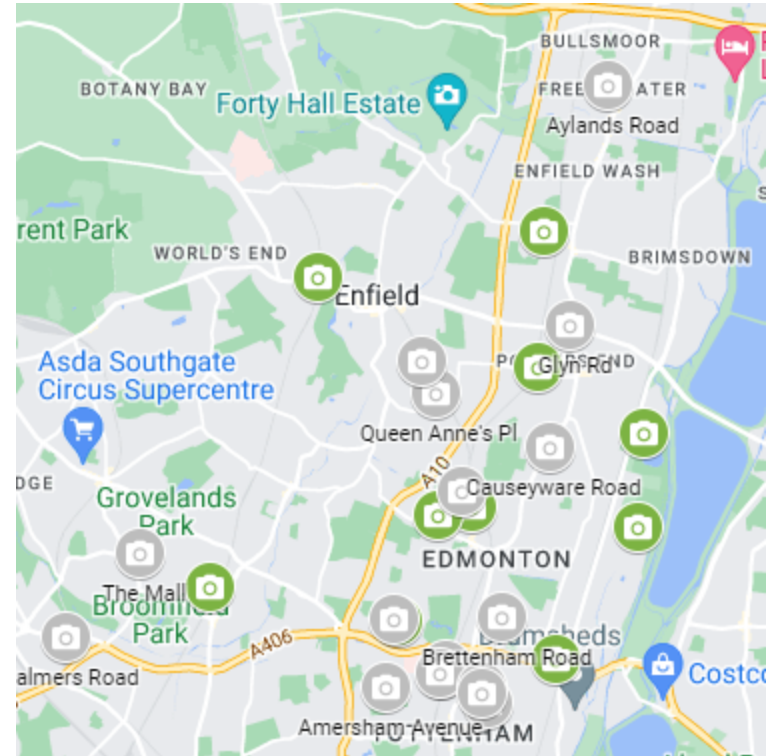
ENFIELD
Council 

ENFIELD
Council 

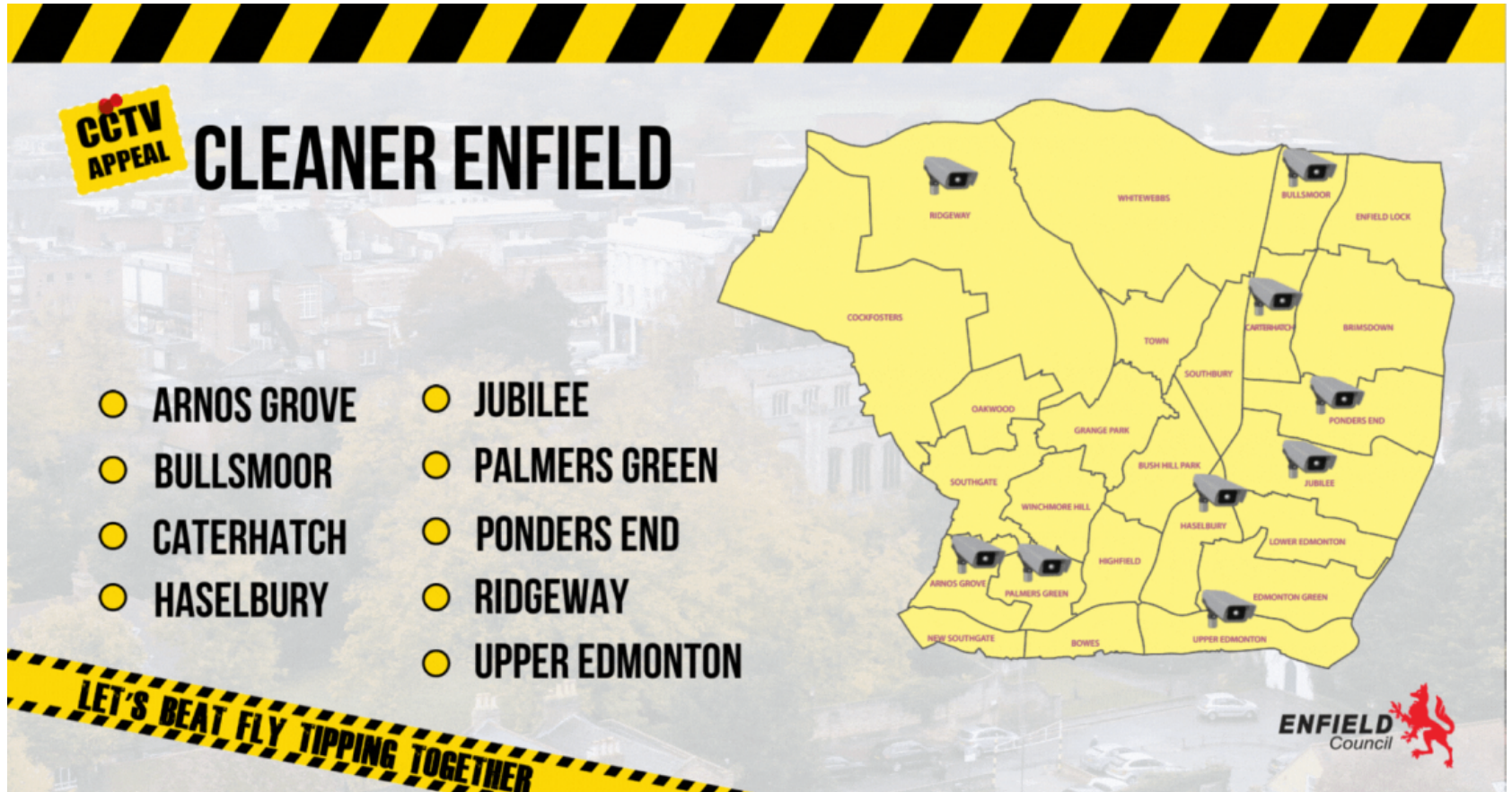
CCTV Location Map

Current locations

- WEU1 (Kingsway LC 1)
- WEU2 (Marlborough Rd LC5)
- WEU3 (Morson Road)
- WEU4 (Bridport Road)
- WEU5 (Pickett's Lock Lane)
- WEU6 (Lopen Road, looking at Hewish Rd)
- WEU7 (Central Avenue Facing the triangle junct...)
- Enfield Nomad 1 (Fox Lane, facing Dumayne H...)
- Enfield NOMAD 2 (Florence Avenue facing Cha...)
- Enfield NOMAD 3 (Stanley Rd facing Arthur Ro...)
- LAS KS1 (Kenninghall Rd)



CCTV Location Map



CCTV & Can you Help

- Launched May 2023
- 23 episodes published to date
- Outcomes from CYH
 - 1 x identification report. Investigated. No trace.
 - 4 x “door knocks” from CYH
 - 1 resulted in a positive identification & paid FPN
 - 3 resulted in “no trace”
- **Feedback**
 - Positive action being taken by the Council



Can you Help- Ongoing Work



- **Trial One Bridport Road Camera (September 2023)**
 - Payment to increase post on social media (twitter)
- **Trial Two Stanley Road/Arthur Road Camera (November 2023)**
 - Leaflet distribution to all residential properties in 200m radius of camera
- **Trial Three Marlborough Road facing Glastonbury Road Camera (January 2024)**
 - Payment to increase post on social media (twitter)
 - Leaflet distribution in 200m radius of camera

Trial 2 & 3 – CCTV leaflet



You can report a fly tip/dumped rubbish by calling
020 8379 1000 or go to www.enfield.gov.uk/cleanerenfield



Other Initiatives



Bin It To Win It

- Launched August 2023
- October 2023 – An Enfield resident won £50 voucher

Other Initiatives - Floor Stencils

- Wilmer Way – N14 by litter bin near house number 54



- Brownlow Road N13 near house no 142 approaching the junction of Bowes Road



Other Initiatives

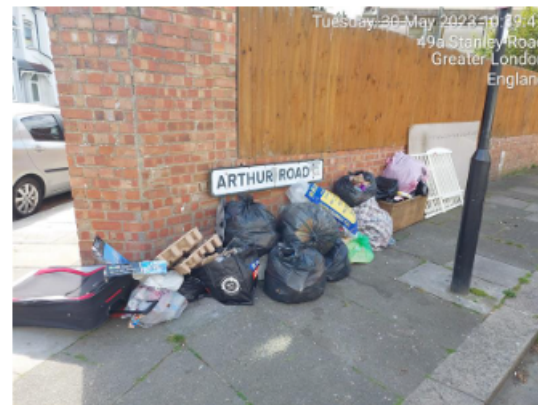
- Joint working with:
 - Housing (HMOs)
 - Commercial Waste Team
 - Joint Task Force Days (waste/parking)
 - Police
 - Community Payback

Community Payback- Alleyway r/o18 Kennedy Avenue, EN3 4PA – Wednesday 12th April 2023



Government Antisocial Behaviour Action Plan 2023

- Government have given Local Authorities tools they need to discourage anti-social behaviour, including higher on-the-spot fines.



Government Antisocial Behaviour Action Plan 2023- League Tables

Table 2: Of those that issued FPNs, these are the 20 local authorities with the highest FPN to incident ratios in 2022/23

Rank of FPNs per incident (1)	Local Authority	Region	FPNs per incident (2)(3)	Total FPNs	Total Enforcement Actions	Total Incidents
1	Brentwood	East	2.1400	1,498	2,663	700
2	Islington	London	1.3785	1,781	3,644	1,292
3	Brighton and Hove	South East	1.0999	2,235	2,785	2,032
4	Enfield	London	0.9257	5,096	11,580	5,505
5	Nuneaton and Bedworth	West Midlands	0.9155	1,712	2,138	1,870
6	Wandsworth	London	0.8592	5,236	18,671	6,094
7	Thurrock	East	0.4716	1,162	2,176	2,464
8	New Forest	South East	0.4097	390	1,598	952
9	Sutton	London	0.4052	2,004	2,789	4,946
10	Ealing	London	0.4018	5,192	10,146	12,922

- Enfield are ranked 4th for highest FPN to incident ratio.

Government Antisocial Behaviour Action Plan 2023- Increasing FPN Levels

Offence	Known As	FPN pre 22/1/24	FPN from 22/1/24	14-day early Payment
Environmental Protection Act 1990, Section 87 (1) s88	Littering (dropped litter and/or dumped waste (black bag(s)))	£150	£500	£250
Environmental Protection Act 1990, Section 34 (2A)	Household/Domestic waste Duty of Care	£400	£600	£500
Environmental Protection Act 1990, Section 33	Fly tipping	£400	£1,000	£500
Anti-Social Behaviour Act 2003, Section 43	Graffiti and Fly Posting	£80	£500	£250

**Thank you
Any Questions ?**

This page is intentionally left blank



London Borough of Enfield

Report Title	Fairer Enfield – Mid Year Update
Report to	Overview & Scrutiny Committee
Date of Meeting	Tuesday 6 February 2024
Cabinet Member	Cllr Ergin Erbil
Executive Director / Director	Tinu Olowe, Director of HR and OD
Report Author	Victoria Adnan, Policy and Performance Manager Victoria.adnan@enfield.gov.uk
Ward(s) affected	All
Classification	Part 1 Public
Reason for exemption	N/A

Purpose of Report

1. This report provides an update to members of the Overview & Scrutiny Committee on how the Council is meeting the requirements of the Public Sector Equality Duty and how it is delivering on the Fairer Enfield objectives and outcomes.

Background

2. Our [Council Plan 2023-26](#) and [Fairer Enfield Policy 2021-25](#) set out our vision for connected and inclusive communities across the borough. In Fairer Enfield 2021-25, we identified 8 specific and measurable objectives to reduce inequality for specific groups in Enfield. The purpose of these objectives is to make sure that we have due regard to our need to:
 - **Eliminate discrimination, harassment, and victimisation.**
 - **Advance equality of opportunity between people who share a relevant protected characteristics and people who do not share it.**

- **Foster good relations between people who share a relevant protected characteristic and those who do not share it.**
3. The Public Sector Equality Duty also requires the Council to reflect upon progress made over the course of the four-year period.
 4. In our [Annual Equality and Diversity Report 2022/23](#) we provided an overview of how the Council has worked in partnership with our statutory, voluntary and community partners, and engaged with our residents to deliver equality initiatives that support work on improving outcomes for diverse communities in the Borough.

Embedding Fairer Enfield into Service Plans

5. A corporate equality and diversity action plan was created in each of the first two years following approval of Fairer Enfield, to set out and monitor how the Council will work towards achieving our eight equality objectives, which are set out in [Fairer Enfield 2021-25](#). The last [action plan](#) was published in 2022.
6. From 2023, now that Fairer Enfield is well embedded across the Council and a new corporate approach to service planning has been put in place, annual actions to deliver on the equalities objectives of Fairer Enfield are integrated into the service plans of each department. Service plans are reviewed and updated every year, enabling the Council to consider and act on the 8 objectives as part of overarching service planning. This also presents a more efficient way to track delivery, provided service plans continue to be created on an annual basis and monitored on a six-monthly basis.
7. Our [Annual Equality and Diversity Report](#) will continue to be published each year and will summarise work to deliver on the principles and objectives in Fairer Enfield. We will also continue to report on our progress through this update to Overview and Scrutiny and the Council's Assurance Board.

Main Considerations for the Panel

8. The Council continues to work towards delivering the objectives of Fairer Enfield. Building on our [Annual Equality and Diversity Report 2022/23](#) published in October 2023, we have provided this mid-year update on continued progress made towards delivering our eight equalities objectives and planned future work. The mid-year service plans of each Council department have informed this update.
9. Given the current financial challenges facing the Council, projects may be at future risk of adjustment or contraction, and efforts will be required to ensure the Council remains committed to mitigating the impact of any reduction in services and projects, and ensuring we continue to meet our duties under the Public Sector Equality Duty. Any potential risk of adjustment or contraction will be identified in departmental service plans

and discussed by responsible services at both Departmental Management Team meetings and the Assurance Board.

10. Robust Equality Impact Assessments (EqIAs), which inform the way in which we make savings, and the way in which we mitigate any potential negative impact residents or staff may face as a result of their protected characteristic, are vital as part of this process. Positive action has been taken in relation to embedding the EqIA process.

Equality Impact Assessments

11. To ensure that we are taking every opportunity to advance equality and ensure we do not discriminate, all services should carry out an Equality Impact Assessment (EqIA) to consider the impact that any prospective changes to strategies, policies or service delivery may have on different protected groups and act to mitigate against any unequal impact. This helps to ensure that the Council is delivering on the public sector equality duty under the Equality Act 2010.
12. As of December 2023, The Council's EqIA template and process has been updated to reflect an additional protected group. Children and young people who have spent 13 weeks or more in local authority care will be protected from discrimination by Enfield Council in the same way age, disability or religion are currently protected. The motion brought forward by the Cabinet Member for Children's Services, Cllr Abdul Abdullahi, was passed at the November 2023 Full Council meeting.
13. All completed EqIAs, screening questionnaires and equalities implications for reports are sent to a dedicated equalities implications inbox, so that advice and guidance can be provided.
14. The equalities implications inbox received **96 reports** to review in 2023. Requests were received from all departments across the Council, with the highest number of requests received from the Housing & Regeneration (**32**) and Environment & Communities (**27**) departments. Comparatively, **in 2022** we received **97** requests in total.

Overcome racism in Enfield

15. Across the UK, ethnic minority groups continue to experience inequality in housing, education, employment, health and criminal justice. In Enfield, our 10% most deprived areas are the most diverse areas with the largest population of residents from ethnic minorities.¹
16. The Council launched its [Workforce Strategy](#) in 2023, which includes making our mark on equality, diversity and inclusion, and our commitment to anti-racism within the workplace.
17. In summer 2023, Enfield Council was awarded £20K in funding from NHS England to deliver culturally sensitive local engagement activities co-

¹ Fairer Enfield 2021-25

produced with local partners. These activities aim to increase COVID-19 vaccination uptake in under vaccinated communities. Funding has helped us to deliver a community event aimed at addressing vaccine hesitancy in the Black African and Caribbean communities, and to support public health communications targeting vaccine related messaging and awareness.

18. Data from Q1 23/24 shows that children from Black and mixed ethnic groups continue to be over-represented within the Youth Justice System across both pre and post court disposals. The Enfield Youth Justice Service Management Board pledge commits our multi-agency partnership to challenging disproportionality and improving outcomes for children and young people, who are over-represented within the youth justice system in Enfield.
19. Our Youth Justice Service maintains a focus on tackling over-representation and disproportionality. The Youth Justice Service has developed a partnership plan of action to focus their work on tackling disproportionality. The Youth Justice Service is also leading on the development of an independent group made up of local children and young people who will meet on a regular basis to discuss and provide feedback on local policing encounters, such as stop and search and disproportionality.
20. We continue to celebrate and promote the rich diversity of the borough by supporting an annual programme of events celebrating ethnic minority communities. This included organising a series of community events including:
 - Black History Month in October 2023. The events included a music performance by African and Afro-Caribbean classical composers at Forty Hall, as well as a series of performances celebrating Enfield's Community Champions from Black Heritage, by local performers and artists, at the Millfield Theatre.
 - Enfield's Holocaust Memorial Day Commemoration 'Fragility of Freedom' took place on 25 January 2024. The programme included speeches from local religious and civic dignitaries and film and in-person presentations on the 'Fragility of Freedom' by pupils from Wolfson-Hillel Primary School; Marija Hamza from the Roma Support Group; Chace Community School and St Anne's Catholic High School for Girls.

Deliver positive interventions to reduce serious youth violence in Enfield

21. Tackling youth violence and gang-related crime continue to be priorities in Enfield. In line with the requirements of the [Serious Violence Duty](#), Enfield's Community Safety Partnership (Safer and Stronger Communities Board) has led on the development of a serious violence strategic needs assessment (SNA) and strategy outlining how the SSCB will tackle serious violence in Enfield. The [Serious Violence Duty Strategy 2024-25](#) was approved at the SSCB meeting on 22 January 2024). The strategic needs

assessment and strategy include a focus on violence and exploitation affecting young people under the age of 25.

22. The borough has adopted a public health approach to serious youth violence and has developed a dedicated serious youth violence action plan. This means that we focus on addressing underlying risk factors that increase the likelihood that an individual will become a victim or a perpetrator of violence. Our early help services deliver a wide range of early intervention projects alongside targeted support for children and families with additional needs and vulnerabilities.
23. These projects focus on identifying and reducing risk factors to violence as well as building on protective factors. An example of this is Project Dove, which delivers preventative work with children and young people from the age of 9-18 who are at risk of youth violence, exploitation, and or criminal/gang activity. The project uses the social prescribing model when working with children and their families. In 22/23, the project supported 47 families and 52 young people who presented with risk factors to serious violence. The project shows a positive impact on young people and families: 13 young people who were previously involved in anti-social/offending behaviour have not re-offended since engaging with the project; 8 families engaged positively with substance misuse service; and 10 families engaged with parenting programme.
24. Additionally, our new Youth and Family Hubs bring together a range of different services for children, young people and families, making it easier for them to get the help they need at the right time. We have recently opened our first Youth and Family Hub at Ponders End on 13 December 2023, and our second Youth and Family Hub at Craig Park is due to be opened in March 2024.
25. Our Engage Project places outreach youth workers in Wood Green custody suite to provide support, signposting and mentoring to young people who come into custody at a time when they are most inclined to receive support. In 2022/23, 634 young people were seen by trained practitioners within 48 hours of being arrested and taken into Wood Green Custody Suite. 381 young people consented to engaging with specialist outreach youth work.
26. Our youth offer is another critical component of our approach to the prevention of serious youth violence. There continues to be a strong youth offer in the borough, delivered by the Council, schools and third sector partners. This includes sports and leisure activities, youth centres, holiday activities provision, detached and outreach youth work, participation and engagement projects and mentoring. Our Youth Justice Service works with children and young people to prevent further offending. As part of our child first approach, we see children as children, recognise their needs and vulnerabilities and help them build on their strengths and capabilities to build resilience and empower them to fulfil their potential.
27. Data from the Youth Justice Board for 22/23 shows that there was a total of 166 children involved with Youth Justice, which represents a 12%

decrease from the previous year. This includes 84 first time entrants (the same number as in 21/22). The latest youth justice reoffending data from Q1 2021/22 shows a reoffending rate of 31%, lower than both London (34.6%) and national (31.7%) rates.² Enfield also had the second lowest reoffending rates among comparator boroughs³.

28. In summer 2023, the [SAVE ME film](#) and [accompanying teaching resources](#) were also released. SAVE ME is a social impact short film that was co-produced with local young people, Enfield Council and written and directed by Enfield-based filmmaker and local award-winning youth coach, Amani Simpson. The teaching resource includes a handbook, which aims to enhance learning around key themes such as grooming, child criminal exploitation, intimidation, and control. The handbook can be used by professionals to support one to one direct work with young people, used within workshop setting such as schools, community youth centres, youth offending settings and parenting groups to create a learning environment for participants to explore and start challenging conversations around the issues relating to extra familial harm.
29. Looking ahead, the Enfield Youth Council will be working with the Met Police and the Council to produce a film focused on the harms associated with knife crime that can be shared in schools.

Increase the number of residents affected by SEND who are in paid employment

30. Residents affected by special educational needs and disabilities are disproportionately impacted by unemployment at a national level, and in Enfield the employment rates for people affected by disabilities are lower than the national average.
31. In 2022/23, 52.2% of working age adults with a disability in Enfield were in employment, an increase on the previous year (46.6%). Enfield's 22/23 disability employment rate was lower than the London (55.4%) and England (54.9%) averages.⁴
32. To support the Fairer Enfield workforce agenda, in 2023/24 Human Resources & Organisational Development (HR&OD) continue to develop plans to work towards accreditation as a [disability confident leader](#), this means the Council will take an active leadership role in encouraging and helping other employers on their journey to becoming [Disability Confident](#).
33. The Equals Employment Service is part of Adult Social Care and provides support to adults with learning disabilities to gain and sustain paid employment. The Supported Internships study programme run by West Lea school works with young people in Enfield aged 16 to 25 years who have an Education, Health and Care Plan (EHCP), who can work but need extra support to do so. For 2023/24 44 learners are enrolled.

² Youth Justice Board

³ Barking and Dagenham, Croydon, Greenwich, Haringey, Hillingdon and Waltham Forest

⁴ ONS

34. Furthermore the Council is currently consulting on the [draft Autism Strategy](#) (PDF), which sets out how we will work together as a partnership to improve the lives of autistic people, their families and carers in Enfield. This includes a dedicated priority on supporting more autistic people into employment.

Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Communities

35. The ONS 2021 Census data estimated that 3.2% of the population of England and Wales identified themselves as Lesbian, Gay or Bisexual, or Other (LGB+). 2.2% (5619) of 2021 Census respondents from Enfield identified as Lesbian, Gay Bisexual, almost half the London average of 4.3%.
36. In the 2021 Census, 90.34% of respondents from Enfield had a gender identity that was the same as their sex registered at birth. This was lower than England average of 93.47% and London average of 91.21%. Enfield registered the 12th lowest percentage in this metric out of 331 English and Welsh local authorities.
37. Following the success of Enfield Pride 2022 at Enfield Town Library Green, Dugdale Arts Centre (DAC) and the LGBTQ+ Staff Network organised the second annual celebration, held on 6-7 June 2023 at the newly reopened venue. The festivities started with the Enfield Pride Pre-Party, featuring music and important conversations chaired by Sharan Dhaliwal, Director of Middlesex Pride, and interviews with guests like Cypriot performers Tahini Molasses, Aphrodite from the queer collective Harem of No One, Ajay Pabial, founder of Art Clubbers CIC, and DJ Harietta. The Enfield Pride takeover on the next day was filled with entertainment, including performances by RuPaul Drag Race UK stars, tribute acts, food and crafts stalls, and more, all hosted by Helen Scott. Over 300 visitors enjoyed the event.

Provide access to support networks to reduce social isolation

38. In the period from October 2020 to February 2021, the ONS reported that 8.5% of Enfield residents felt often or always lonely. This was higher than the national (7.2%) and London (7.3%) averages.⁵ Although no new data has been released by the ONS specific to Enfield, the national average as of October 2023 has increased to 8%. Comparatively, the Active Lives Adult Survey (Sport England) in 2021/22 showed that in Enfield, 8.1% of our residents aged over 16 feel lonely 'often' or 'always' compared to 6.5% of London and England residents.
39. A report by The Campaign to End Homelessness analysed ONS loneliness data from March 2020 – January 2023 and found that chronic loneliness had risen from 6% to 7.1%, meaning that over half a million

⁵ ONS, Mapping loneliness during the coronavirus pandemic 2021

more people are lonely than in the first year of the pandemic.⁶ The report found that people under 30 were significantly more likely to be lonely and identified that there is a pattern of chronic loneliness declining with age. When comparing the prevalence of chronic loneliness by gender the average was 6.3% for men and 7.7% for women.

40. A study by the ONS provides annual estimates of personal well-being for April 2022 to March 2023.⁷ The ratings in Enfield were:

- 7.41 out of 10 for average life satisfaction levels (this is higher than London (7.35) but lower than England (7.44) averages)
- 7.80 out of 10 for average ratings of feeling that the things done in life are worthwhile (this higher than London (7.6) averages, but lower than England (7.73) averages)
- 7.41 out of 10 for average happiness levels (this is higher than London (7.32) and England (7.38) averages)
- 2.33 out of 10 for anxiety yesterday (this lower than London (3.34) averages and England (3.24) averages).

41. In 2023, the Council's SMART Living Project, which aims to reduce social isolation through introducing digital technology into care homes to connect service users with friends and family, was selected as a 2023 MJ Awards Finalist in the 'Digital Transformation' category. Projects like this help to ensure that people stay happier, healthier, and independent for longer through the introduction of next generation technology in our current social care offer.

42. Looking ahead, the Council and local partners are working to deliver the newly published [Supporting Independence: A Local Prevention Strategy 2023-27](#). The Council has also [consulted](#) on a new [draft Joint Local Health and Wellbeing Strategy](#) 2024-30, which includes a key priority to assist Enfield residents to have the social network they need to support their wellbeing.

43. Locally, we are continuing to support our communities to be well-connected and digitally included, tackling the harmful impacts of social isolation through activities like our [Tea and Toast](#) sessions that run in our libraries. Between 2 October -18 December 2023, there were a total of 809 attendees at tea and toast sessions.

44. Furthermore, we are committed to tackling the stigma that continues to pervade how our society talks about mental health and we will continue to support the most vulnerable in society. We are committed to leading local efforts on suicide prevention through the ongoing development of our local 'Suicide Prevention Plan.'

Work with our partners to mitigate the impact of Covid-19 on children and young people's mental health and wellbeing

⁶ Campaign to End Homelessness, The State of Loneliness 2023: ONS data on loneliness in Britain June 2023

⁷ ONS

45. The Covid-19 pandemic had a profound impact on children and young people's mental health and wellbeing.
46. Enfield Trauma Informed Practice in Schools and Settings (E-TIPSS) Local Area Partnership Programme continues to support mental wellbeing and prevent the traumatisation of children, young people and their families in service settings that are meant to support them. E-TIPSS is a borough-wide approach using the [Attachment Regulation and Competency \(ARC\) Framework](#). Kati Taunt (ARC Consultant) is working with Enfield to guide the partnership in implementing this. The modular approach provides a common language, structure and encourages consistency across the workforce to promote relational care, emotional growth and therefore improve children and young people's competency to engage in education and learning. An important module of this framework is recognising the importance of nurturing the wellbeing of staff and parents/carers so that they have the emotional capacity to consistently support the children/young people who most need our help.
- 47.22 E-TIPSS Champions across 9 services are promoting the ARC framework for trauma-informed practice across schools and services. Currently, there are 9 implementation schools and 579 of their staff have attended training. This has a reach and potential impact for almost 4,000 children who attend these implementation schools.
48. Nurture groups, a specialist form of provision for pupils with social, emotional and behavioural difficulties (SEBD), are continuing to provide children and young people with an educational bridge to permanent reintegration into mainstream classrooms. From 2022-23, 220 pupils attended 20 groups.

Keep people safe from domestic abuse

49. In the year ending October 2023, there were 4,077 domestic abuse incidents in Enfield, an increase of 3.0% on the previous 12 months. Over the same period, London experienced a 0.9% increase in domestic abuse incidents.
50. This year saw the release of the [Enfield Council Violence Against Women and Girls Strategy](#) for 2023-25. To prevent domestic abuse, sexual violence and other forms of violence against women and girls, we must address the root causes of the problem, tackling harmful behaviours and attitudes that underpin abuse. We work preventatively with children and young people in schools and other settings to promote healthy relationships, gender equality and respect and tackle harmful attitudes. In addition, we deliver prevention work in a range of settings and across all age groups, such as running thought-provoking public communications campaigns that challenge harmful behaviours and working closely with businesses to promote initiatives such as the [Mayor of London's Night Safety Charter](#).

51. To support victims of domestic abuse and other forms of violence against women and girls, we commission Independent Domestic Abuse and Sexual Violence Advocates to provide specialist and trauma-informed support to victims/survivors of domestic abuse and sexual violence, tailored to their needs and particular circumstances. They can also provide impartial information to the victim/survivor about their options, such as reporting to the police, accessing Sexual Assault Referral Centre (SARC) services and other services they may require such as health, housing or benefits.
52. In July 2023 we secured funding from the Mayor of London's Office for Policing and Crime as one of 10 local authorities who will share £1.46m in funding to tackle violence against women and girls. The funding will expand a successful two-year pilot scheme in Enfield to nine other boroughs across the capital, enabling them to learn from Enfield Council's experiences so they can roll out their own programmes. The 'Culturally Integrated Family Approach' (CIFA) programme, delivered by Rise Mutual CIC, aims to encourage abusers to change their behaviour and reduce reoffending. Additionally, the Council has secured London Violence Reduction Unit funding in partnership with the London Borough of Haringey to commission programmes for children and young people aged 11-25 years old who are displaying violence and abuse to their parents.

Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents

53. In the year ending October 2023, there were 678 hate crime offences in Enfield, a 9.2% decrease on the previous 12 months. Over the same period, London experienced a 2.5% increase in hate crime offences. Racist and religious hate crime formed most of such crime reported in the borough, followed by homophobic hate crime, disability hate crime and transgender hate crime.
54. We continue to organise and support events that promote community cohesion. As part of the [Untold Edmonton](#) programme, funded by the National Lottery Heritage Fund, we are working in partnership with community organisations to hold cultural events in Edmonton. In autumn 2023, this has included talks, workshops and Q&As with local community leaders.
55. Enfield continues to operate a Case Management Panel (CMP) to review hate crime cases, support victims of hate crime and ensure a multi-agency response to tackling hate crime in Enfield. The panel is comprised of representatives from Enfield Council, Metropolitan police, and key community partners, and is chaired by a community representative.
56. Looking ahead, a new Hate Crime Strategy is in development and is scheduled for approval by the Hate Crime Forum in early 2024. The new strategy will set out our approach to preventing hate crime, encouraging reporting and bringing more offenders to justice. Delivery of the strategy will be monitored through an annual action plan overseen by the Hate Crime Forum.

Relevance to Council Plans and Strategies

57. Fairer Enfield is a core principle of our Council Plan and investing to create a fairer Enfield is central to everything we do. We are developing our understanding of how our services and projects impact different members of our community in different ways. We are using every opportunity to tackle longstanding inequalities and improve outcomes for people experiencing disadvantage.
58. As a community leader, equality, diversity and inclusion are central to the decisions we make on how to deliver the best possible outcomes for our communities at a time of considerable financial challenge, both for local people and for the local authority.

Report Author: Victoria Adnan
Policy and Performance Manager
Victoria.adnan@enfield.gov.uk
02081321440

Background Papers

[Fairer Enfield Policy 2021-25](#)
[Annual Equality and Diversity Report](#)

This page is intentionally left blank

2023- 2024 OVERVIEW AND SCRUTINY COMMITTEE WORK PROGRAMME - Draft

Date of meeting	Topic	Report Author	Lead Members	Executive Director/Director	Reason for proposal
21 Jun 2023	Work Planning	Claire Johnson	Cllr Margaret Greer – OSC Chair	Terry Osborne	To agree and set the OSC Work Programme 2023/24
14 September 2023	Scrutiny Annual Work Programmes 2023/24	Claire Johnson	Cllr Margaret Greer- OSC Chair	Terry Osborne	The Committee will note and agree the work programmes for the scrutiny panels for approval at Council
	Review of Leisure Provision in the Borough	Matthew Watts	Cllr Chinelo Anyanwu	Simon Pollock Cheryl Headon	The Panel have requested an update following this item coming to OSC on 09/05/23
14 November 2023	Operational/Organisational Development (particular focus on Customer Services/Digital Services, MEQs & Complaints)	Brendan McGeough Lee Shelsher Laura Martins	Cllr Ergin Erbil	Fay Hammond Paul Neville	Discussed & agreed at work planning to be examined in depth
	Clinical Commissioning- ICB	Deborah McBeal	ICB Lead- Deborah McBeal	Deborah McBeal	The panel have requested an update following the recent ICB restructure and how this will affect the LA *Potential area of duplication with Health Panel* Deferred to January 2024 meeting
15 January 2024	Budget consultation for members of the Committee	Fay Hammond Kevin Bartle	Cllr Tim Leaver	Fay Hammond Kevin Bartle	Item goes to OSC as part of the formal Budget process
	ICB-Clinical	Deborah	ICB-Lead	Deborah	Deferred from the meeting on

	Commissioning Update	McBeal	Deborah McBeal	McBeal/Dud Sher-Arami	14 November 2023 as agreed by the Chair/Deborah Due to the lengthy budget item at this meeting, the Cttee agreed to defer this item to the 4 March 2024 meeting
06 February 2024	Fairer Enfield Policy 2021-2025 (with a particular focus on Equality, Diversity & Inclusion)	Tinu Olowe/Victoria Adnan	Cllr Ergin Erbil	Tinu Olowe	Update to the Committee
	Fly Tipping (with a particular focus on enforcement)	Martin Rattigan/Esther Hughes	Cllr Rick Jewell	Doug Wilkinson	Update to the Committee on Fly tipping enforcement to include Nos of enforcement notices issued, and fines collected/or court proceedings. Hotspots/repeat offenders/nos of cctv and the impact of these. How are all these measures working to reduce fly tipping?
04 March 2024	Peer Review	Shaun Rogan Harriet Potemkin	Cllr Ergin Erbil	Tinu Olowe	Update to the Committee on recommendations & action plan following a Council review
	Corporate Complaints Annual Report including an update on the MEQ's system (and performance)	Perry Scott	Cllr Ergin Erbil	Perry Scott	Following the OSC meeting on 14 November Members have requested this item comes back to the Cttee for the opportunity to discuss the 22/23 Corporate Complaints Annual Report & MEQ

					performance for 22/23 (and relevant in-year data from quarterly KPI performance to be shared. Digital Services to be invited to take questions on the MEQ system
	ICB Clinical Commissioning Update	Deborah McBeal	ICB Led-Deborah McBeal	Dudu Sheri-Arami/Doug Wilson & Deborah McBeal	As agreed by the Cttee, this item was deferred from the meeting on 15 January 2024

Note: OSC Provisional call-in dates: 18 September 2023, 16 October 2023, 6 November 2023, 11 December 2023, 29 January 2024, 19 February 2024, 25 March 2023. Used for pre-decision scrutiny and call-ins.

*Youth Parliament to be invited to all OSC Business meetings

This page is intentionally left blank